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suggestions. The superintendent of schools and the officers of the local American Legion Chapter, may be assumed to be interested.

**N**ATIONAL Thrift Week is scheduled for January 17 to 23. It will be noted that the celebration or observance of this week begins on the anniversary of Benjamin Franklin's birthday and it will be recalled by those who attended the Detroit meeting, that the association adopted the following resolution: "That this association joins in the effort of other organizations for a nation-wide recognition of the birthday of Benjamin Franklin, January 17 of each year, though no public holiday is desirable, and recommends that the two hundredth anniversary of the beginning of his career as a publisher be given special attention in 1923." For the special use of libraries during Thrift Week the A.L.A. is issuing about December 1 a new edition of its little reading list, *Books and Thrift*. The list is being printed this year without the name of the compiler, Ruth G. Nichols of the Chicago Federal Reserve Bank, because some banks objected last year

to the distribution of a list carrying the name of another bank. In this connection attention is called to the letter in this *Bulletin* from the president of the American Bankers' Association. It may be assumed that bankers will be especially willing to distribute copies of a list of books on thrift. The address of the National Thrift Committee is 347 Madison Ave., New York City.

**N**ATIONAL Drama Week, sponsored by the Drama League of America, is scheduled for January 21-26 inclusive. Tuesday, January 23, is set aside as library day. Some of the slogans for the day are "Drama books in every library," "Read a play before you see it," "Special drama shelves in every library," "Talks on drama in the libraries and bookstores," "Drama bulletin boards in every library and book shop." Every librarian will think of ways of capitalizing this week for the library, and of making the library contribute to the cause of better plays. Write to Drama League of America, 59 E. Van Buren St., Chicago, for information and suggestions.

## FACTS FOR TRUSTEES

**A**n enterprising life insurance man has been trying to sell to a library board group life insurance for the library staff. The library board in question is interested to know whether any other board has studied this question and reached a conclusion. The Secretary of the A.L.A. will be glad to receive communications on the subject.

**I**n many libraries more than 50% of the annual income is paid out for salaries. For this reason and for many other reasons salary statistics are always interesting to trustees. The tables which are printed in this *Bulletin* were compiled by the Salaries Committee of the A.L.A. The Committee expects to furnish salary statistics for libraries of other sizes and kinds from time to time for publication in the *Bulletin*. Trustees inter-

ested in these reports are asked to communicate with the chairman of the Committee or with A.L.A. Headquarters if the facts they need are not available in the statistics printed.

**D**R. GEORGE T. ETTINGER, dean of Muhlenberg College and trustee of the Allentown Free Library, speaking before the Pennsylvania State Library Association at Altoona in October said, in part:

"As long as communities spend for library purposes from twenty-one cents a year for each citizen, as does my native city of Allentown, to one dollar and four cents per capita, as does the community of Warren, or an average of thirty-nine cents per capita a year for each citizen in the twenty communities from which these figures have been received,

we can hardly say that any of our libraries are receiving extravagant support.

"The average citizen is willing to spend thousands of dollars a year for paving, lighting and police protection, while he utterly fails to see the value or the necessity of a public library. And yet the public library may smooth the road of life for real success and usefulness much more effectively than the paved streets of your city. The church, the school, the library and the press constitute the great quadruple alliance for the spread of intelligence among men.

"If, then, the library in most cities is a neglected asset, can the library idea be sold? The library idea can most certainly be sold, if by this we mean that with proper efforts,

communities can be induced to establish and maintain libraries and individuals can be induced to patronize them. But to do this we must follow the principles underlying the psychology of salesmanship. In order to get people to buy his wares the salesman must be enthusiastic, must know the virtues of his wares, the nature of his customers and often must even talk them into buying. If the community has no library, someone must see and appreciate the need and must simply continue to stir up public sentiment until enough of a demand has been created so that a library is established, whether by private means or by public support and effort. In selling the library idea trustees can and ought to be of great help."

## SALARY STATISTICS LARGE PUBLIC LIBRARIES

In collecting salary statistics as shown in the table on the following pages, librarians were requested to give actual minimum and maximum salaries paid at the time under positions specified. It should be noted that in a number of libraries on this list salary schedules have been adopted which provide for maximum salaries above those shown here. Maximums in these libraries have not as yet been reached but will be as increases are made according to schedules. All positions listed, with the exception of junior assistants, are presumably for employees with library training or sufficient years of experience as an equivalent. In such a comparison of salaries necessarily there are certain inconsistencies due to varying requirements in different libraries. In the questionnaire sent to librarians an attempt was made so to define positions that comparisons might be approximately correct.

Librarians when making use of the salary statistics given here should carefully take note of the definitions of the following positions, such definitions having been used in the questionnaire sent out:

*Children's Librarians:* Only those should be included as children's librarians who have had special training or sufficient experience to qualify them for this classification. Usually limited to those in charge of children's rooms

or of children's work in extension departments.

*Catalogers:* Under this head should be included only those fitted for and actually doing expert cataloging and not including typists or others doing clerical or routine work in the catalog department.

*Library assistants:* A minimum of six months training or such a number of years successful experience as actually would be equal to such training. This would not mean that all assistants without training but with a number of years experience should be included in this class. Only those holding positions of equal standing and importance with those having had training.

*Junior Library Assistants:* Sub-professional. The incumbents of this grade perform under supervision prescribed details of simple routine library work. Many have had brief elementary training or have qualified through satisfactory substitute or other experience for this class. No assistants without high school preparation should be included.

Salary statistics have also been collected for a group of medium sized public libraries and it is planned to print these soon in the *Bulletin*. Salary statistics for a group of university and college libraries are being compiled by Sidney B. Mitchell of the Salaries Committee. In its last report the Salaries Committee recommended that such salary statistics be printed annually by the A.L.A.

C. H. COMPTON, Chairman.